

## **3 FAM 2790 FUNCTIONAL SPECIALIZATION PROGRAM (FSP)**

*(CT:PER-592; 01-12-2007)  
(Office of Origin: HR/CDA)*

### **3 FAM 2791 AUTHORITY**

*(TL:PER-358; 05-04-1998)  
(State Only)  
(Applies to Foreign Service Employees Only)*

Sections 703 and 704 of the Foreign Service Act of 1980 provide the authority to establish career development and training programs for members of the Foreign Service.

### **3 FAM 2792 PURPOSE**

*(CT:PER-592; 01-12-2007)  
(State Only)  
(Applies to Foreign Service Employees Only)*

*The Functional Specialization Program (FSP) is a career mobility program for tenured FP-06, FP-05, and FP-04 State Department Foreign Service Specialist employees who seek the opportunity to change their primary skill code to one of four functional specialties: Financial Management, General Services, Human Resources, or Information Management. The FSP is administered by the Entry Level Division of the Bureau of Human Resources, Career Development and Assignments (HR/CDA/EL).*

### **3 FAM 2793 ELIGIBILITY**

*(CT:PER-592; 01-12-2007)  
(State Only)  
(Applies to Foreign Service Employees Only)*

*In order to be eligible to apply for the Functional Specialization Program, an employee must:*

- (1) *Be a tenured State Department Foreign Service Specialist employee;*
- (2) *Be in class FP-06, FP-05, or FP-04; and*
- (3) *Have two (2) years of experience in their current skill code after the date of tenure. Experience gained working for another agency or in a temporary position (such as PSC, EFM, or Schedule C) may not be used to fulfill this requirement.*

### **3 FAM 2794 PROCEDURES AND GUIDELINES**

*(TL:PER-358; 05-04-1998)*

*(State Only)*

*(Applies to Foreign Service Employees Only)*

Procedures and guidelines for the implementation of the Functional Specialization Program are published in 3 FAH-1 H-2790.

### **3 FAM 2795 THROUGH 2799 UNASSIGNED**